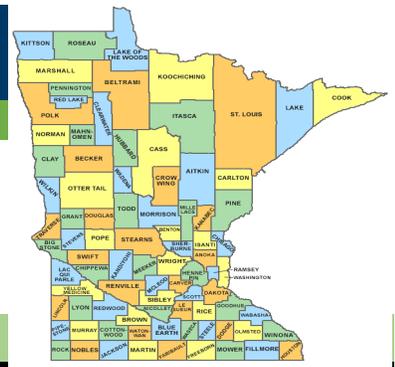


COUNTY PROFILE

Mille Lacs Co.

Mille Lacs Co. is a part of Economic Development Region 7E, which is located in the Central Planning Region.



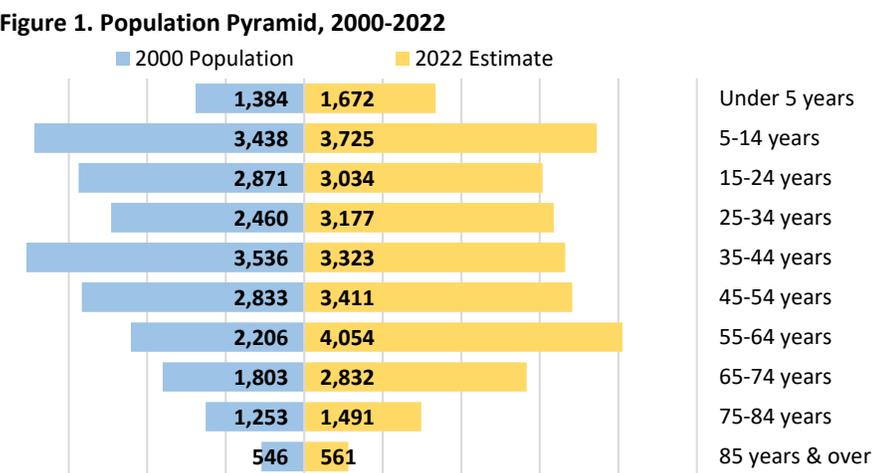
POPULATION CHARACTERISTICS

| | | | |
|------------------------------|-------------------------------|-------------|-------------------|
| 2022 population: | 27,280 people | Median Age: | 40.3 years |
| Population change, 2010-2022 | 1,183 people 4.5% increase | state: | 38.3 years |

Mille Lacs Co. is the 39th largest of the 87 counties in the state. Its population increased over the past decade, ranking as the 28th fastest growing in the state from 2010 to 2022. Mille Lacs Co.'s population has an older median age than the state and a larger percentage of people aged 65 years and older. The population is aging, especially as the Baby Boom generation moves through the population pyramid (see Figure 1).

Table 1. Population by Age Group, 2022

| | Number | Percent |
|-------------------------|---------------|---------------|
| Under 5 years | 1,672 | 6.1% |
| 5-14 years | 3,725 | 13.7% |
| 15-24 years | 3,034 | 11.1% |
| 25-34 years | 3,177 | 11.6% |
| 35-44 years | 3,323 | 12.2% |
| 45-54 years | 3,411 | 12.5% |
| 55-64 years | 4,054 | 14.9% |
| 65-74 years | 2,832 | 10.4% |
| 75-84 years | 1,491 | 5.5% |
| 85 years & over | 561 | 2.1% |
| Total Population | 27,280 | 100.0% |



Source: Census Population Estimates, 2017-2021 ACS

Mille Lacs Co. suffered a negative natural increase - more deaths than births from 2020 to 2022, but also experienced net in-migration - meaning more people moved in than moved out. In addition to domestic in-migration, Mille Lacs Co. welcomed net international in-migration - gaining new Minnesotans from foreign countries (see Table 2).

Table 2. Cumulative Estimates of the Components of Population Change, 2020-2022

| | Total Population Change | April 1, 2020 to July 1, 2022 | | | | | |
|--------------------|-------------------------|-------------------------------|--------------|---------|---------------|---------------|----------|
| | | Natural Increase | Vital Events | | Net Migration | | |
| | | | Births | Deaths | Total | International | Domestic |
| Mille Lacs Co. | 813 | -208 | 637 | 845 | 1,019 | 10 | 1,009 |
| State of Minnesota | 10,680 | 26,917 | 144,350 | 117,433 | -17,365 | 20,012 | -37,377 |

Source: U.S. Census Bureau, Population Estimates Program

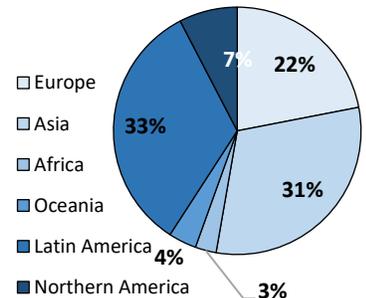
Compared to the state, Mille Lacs Co. has a smaller percentage of foreign-born residents. From 2010 to 2021, Mille Lacs Co. saw a decrease in the number of foreign-born residents, though it was slower than the statewide increase.

Table 3. Place of Birth for the Foreign Born Population, 2021

| | Mille Lacs Co. | | Change 2010-2021 | | Minnesota | |
|--------------------------------|----------------|-------------|------------------|--------------|-------------|--------------|
| | Number | Percent | Number | Percent | Percent | Change |
| Foreign-born Population | 328 | 1.2% | -34 | -9.4% | 8.5% | 30.6% |
| Europe | 72 | 22.0% | -54 | -42.9% | 9.4% | 0.3% |
| Asia | 101 | 30.8% | 17 | 20.2% | 37.0% | 30.2% |
| Africa | 9 | 2.7% | 9 | #DIV/0! | 27.8% | 89.8% |
| Oceania | 12 | 3.7% | 12 | #DIV/0! | 0.4% | 17.8% |
| Americas: | 134 | 40.9% | -18 | -11.8% | 25.4% | 6.8% |
| Latin America | 109 | 33.2% | 27 | 32.9% | 23.0% | 8.5% |
| Northern America | 25 | 7.6% | -45 | -64.3% | 2.5% | -6.7% |

Source: U.S. Census Bureau, 2017-2021 American Community Survey

Figure 2. Place of Birth for the Foreign Born Population, 2021

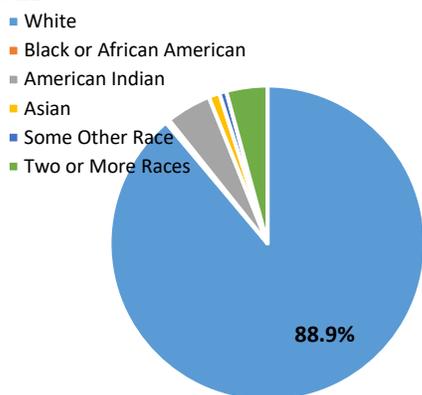


COUNTY PROFILE

Mille Lacs Co.

Mille Lacs Co.'s population was becoming more racially diverse over time. Since 2011, the county's white population declined, but the number of people of other races increased (see Table 4).

Figure 3. Population by Race, 2021



| Table 4. Race and Hispanic Origin, 2021 | Mille Lacs Co. | | | Minnesota | |
|---|----------------|---------------|-----------------------|---------------|-----------------------|
| | Number | Percent | Change from 2011-2021 | Percent | Change from 2011-2021 |
| Total | 26,397 | 100.0% | 1.2% | 100.0% | 7.4% |
| White | 23,463 | 88.9% | -1.7% | 80.7% | 0.4% |
| Black or African American | 107 | 0.4% | -0.9% | 6.6% | 42.2% |
| American Indian or Alaska Native | 1,226 | 4.6% | -11.7% | 0.9% | -8.0% |
| Asian or Other Pac. Islanders | 297 | 1.1% | 137.6% | 5.0% | 35.8% |
| Some Other Race | 191 | 0.7% | 45.8% | 2.1% | 66.5% |
| Two or More Races | 1,113 | 4.2% | 130.9% | 4.6% | 121.8% |
| Hispanic or Latino origin | 690 | 2.6% | 75.6% | 5.6% | 31.6% |

Source: U.S. Census Bureau, 2017-2021 American Community Survey

POPULATION PROJECTIONS

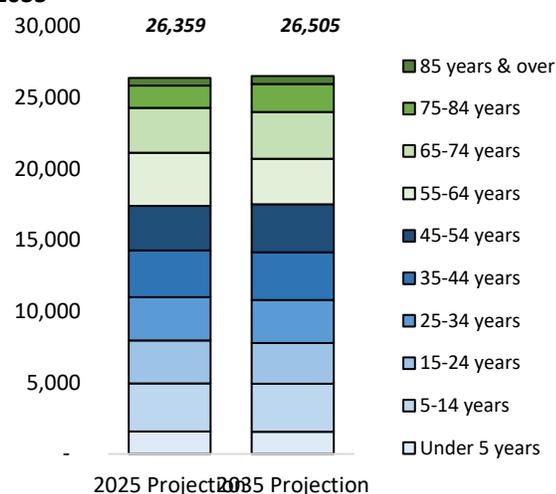
According to the Minnesota State Demographic Center, Mille Lacs Co.'s population is expected to grow from 2025 to 2035, with a rate of change that is slower than the projected statewide growth rate (4.5%). In addition to the overall growth, the number of people aged 65 years and older is expected to increase over the next decade (see Figure 4 and Table 5).

Table 5. Population Projections by Age Group, 2025-2035

| Mille Lacs Co. | 2025 Projection | 2035 Projection | Numeric Change | Percent Change |
|-------------------------|-----------------|-----------------|----------------|----------------|
| Under 5 years | 1,579 | 1,560 | -19 | -1.2% |
| 5-14 years | 3,371 | 3,361 | -10 | -0.3% |
| 15-24 years | 3,013 | 2,863 | -150 | -5.0% |
| 25-34 years | 3,024 | 3,010 | -14 | -0.5% |
| 35-44 years | 3,287 | 3,349 | 62 | 1.9% |
| 45-54 years | 3,130 | 3,361 | 231 | 7.4% |
| 55-64 years | 3,711 | 3,194 | -517 | -13.9% |
| 65-74 years | 3,150 | 3,288 | 138 | 4.4% |
| 75-84 years | 1,559 | 1,961 | 402 | 25.8% |
| 85 years & over | 535 | 558 | 23 | 4.3% |
| Total Population | 26,359 | 26,505 | 146 | 0.6% |

Source: Minnesota State Demographic Center

Figure 4. Projections by Age Group, 2025-2035



EDUCATIONAL ATTAINMENT

Mille Lacs Co. has a lower percentage of adults (18 years & over) with at least a high school diploma than the state (92.8%), and a lower percentage of people with at least some college experience. Mille Lacs Co. also has a higher percentage of people with an Associate's degree and a lower percentage of people with a Bachelor's degree or higher.

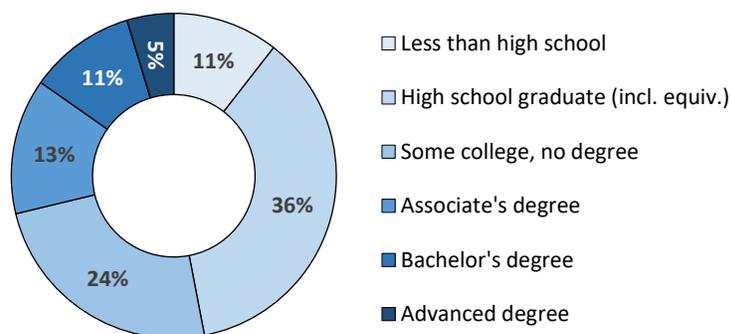
Percentage of the adult population (18 years & over) with at least a high school diploma:

89.5%

College-educated: **53.0%**
state: 68.0%

Associate's Degree: **13.5%**
Bachelor's Degree: **10.6%**
Advanced Degree: **4.6%**

Figure 5. Educational Attainment, 2021



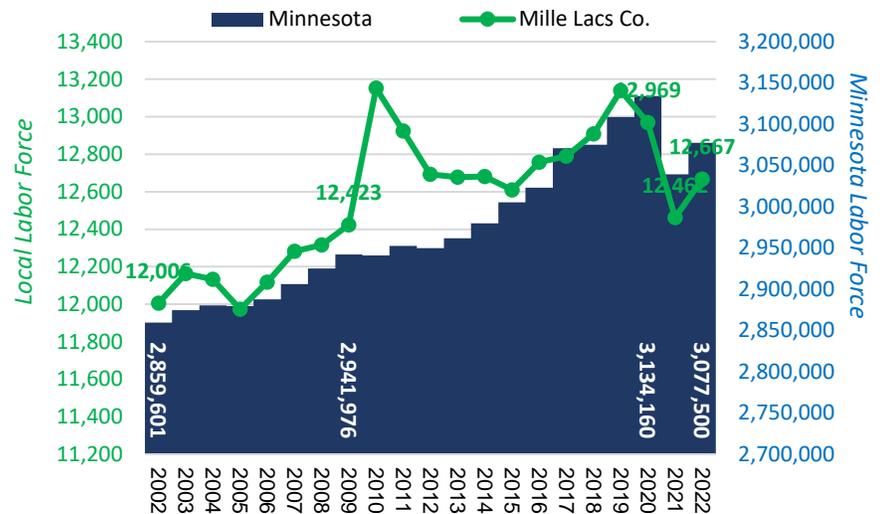
Source: U.S. Census Bureau, 2017-2021 American Community Survey

LABOR FORCE TRENDS

At 4.5%, Mille Lacs Co. had a higher unemployment rate than the state in 2022. After the pandemic recession Mille Lacs Co.'s unemployment rate decreased compared to 8.8% in 2020, and declined compared to the 5.7% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Mille Lacs Co. declined over the past year, and is down compared to 2019.

| | |
|--------------------------------------|------------------------------|
| 12,667 | available workers |
| <i>Labor Force change, 2007-2022</i> | 385 workers 3.1% increase |
| 4.5% | unemployment rate |
| 2.7% | state |
| 570 | unemployed workers |

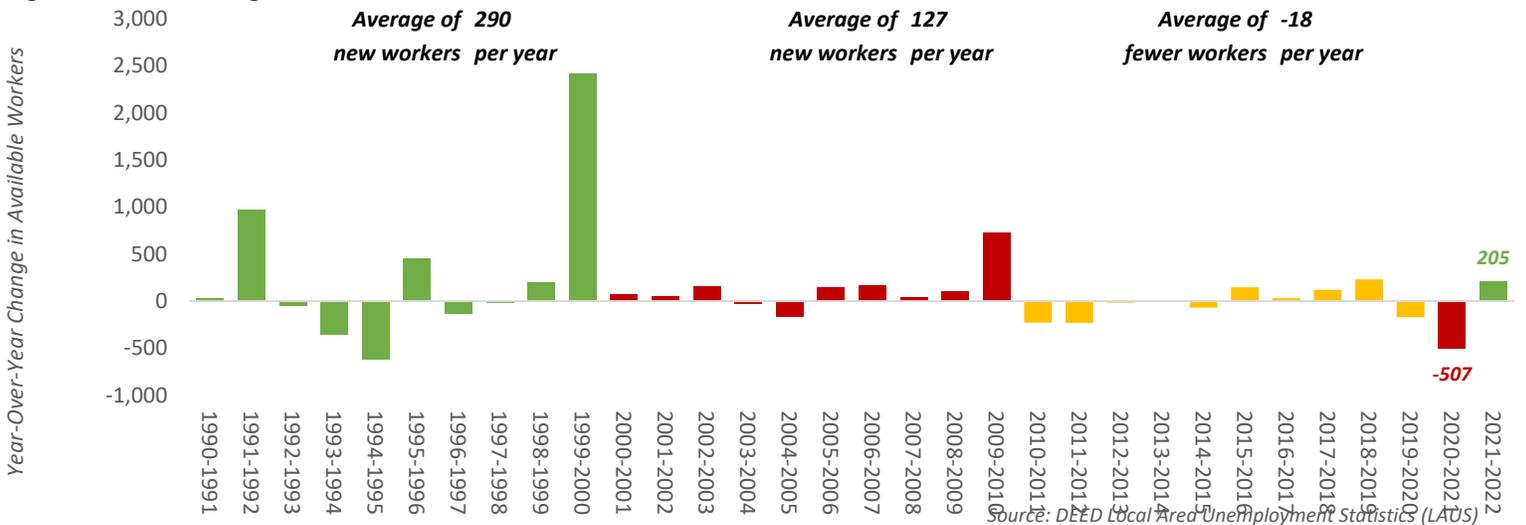
Figure 6. Annual Labor Force Estimates



Source: DEED Local Area Unemployment Statistics

Labor force growth has slowed in recent years. After experiencing a net gain of 289.6 workers each year from 1990 to 2000, Mille Lacs Co. averaged an annual gain of 126.7 new workers from 2000 to 2010, and most recently a loss of -18.3 fewer workers since 2010 (see Figure 7). Moving forward, Mille Lacs Co. is expected to see a labor force decline from 2025 to 2035 (see Table 6).

Figure 7. Annual Change in Labor Force, 1990-2022



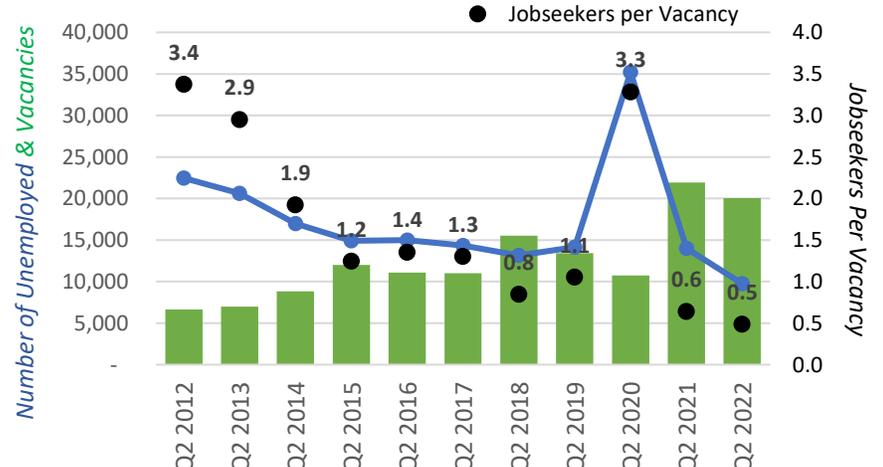
Source: DEED Local Area Unemployment Statistics (LAUS)

| Table 6. Labor Force Projections, 2025-2035 | Labor Force Projection | |
|---|------------------------|---------------|
| | 2025 | 2035 |
| 16 to 24 years | 1,910 | 1,842 |
| 25 to 54 years | 8,020 | 8,262 |
| 55 to 64 years | 2,597 | 2,236 |
| 65 years & over | 776 | 829 |
| Total Labor Force | 13,303 | 13,168 |

Source: Minnesota State Demographic Center, 2017-2021 ACS

The labor market had grown extremely tight in recent years, with less than 1 jobseeker per vacancy until the pandemic recession intervened in early 2020 and the number of unemployed workers spiked. Job vacancies in Central reached new highs in the 4th quarter of 2021, quickly bringing back challenges in finding new workers and 2022 showed the lowest jobseeker-per-vacancy ratio on record (see Figure 8).

Figure 8. Jobseekers Per Vacancy, 2012-2022



Source: DEED Job Vacancy Survey, LAUS program

LABOR FORCE CHARACTERISTICS

Mille Lacs Co. had a lower labor force participation rate than the state. The labor force in Mille Lacs Co. is less racially diverse than the state (where 82.6% of workers are white alone), but is becoming more diverse over time.

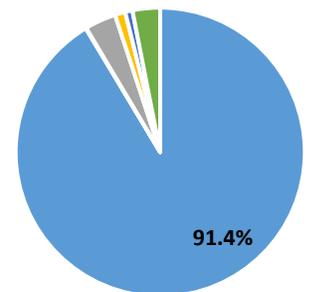
Table 7. Employment Characteristics, 2021

| | Mille Lacs Co. | | | Minnesota | | Labor Force by Gender | |
|--------------------------|------------------------------------|--------------------------|-------------|--------------------------|-------------|-----------------------|--------------|
| | In Labor Force (available workers) | Labor Force Partic. Rate | Unemp. Rate | Labor Force Partic. Rate | Unemp. Rate | Male | Female |
| Total Labor Force | 13,454 | 64.6% | 5.8% | 69.2% | 4.0% | 7,103 | 6,344 |
| 16 to 19 years | 783 | 61.0% | 10.6% | 52.3% | 10.7% | 412 | 371 |
| 20 to 24 years | 1,085 | 83.3% | 5.9% | 83.3% | 6.7% | 537 | 549 |
| 25 to 44 years | 5,269 | 83.8% | 6.3% | 88.8% | 3.6% | 2,821 | 2,447 |
| 45 to 54 years | 2,882 | 87.3% | 5.3% | 87.6% | 3.0% | 1,496 | 1,385 |
| 55 to 64 years | 2,746 | 70.0% | 4.7% | 73.1% | 3.2% | 1,454 | 1,290 |
| 65 to 74 years | 567 | 20.7% | 2.8% | 28.0% | 3.2% | 337 | 231 |
| 75 years & over | 117 | 5.9% | 5.1% | 6.6% | 2.9% | 46 | 71 |

Employment Characteristics by Race & Hispanic Origin

| | In Labor Force | Labor Force Partic. Rate | Unemp. Rate | Minnesota Labor Force Partic. Rate | Minnesota Unemp. Rate |
|---------------------------------|----------------|--------------------------|-------------|------------------------------------|-----------------------|
| White alone | 12,293 | 65.0% | 5.2% | 68.5% | 3.4% |
| Black or African American | 10 | 12.3% | 0.0% | 71.9% | 8.6% |
| American Indian & Alaska Native | 469 | 57.8% | 23.5% | 57.4% | 12.9% |
| Asian or Other Pac. Islanders | 156 | 83.8% | 6.4% | 72.7% | 4.1% |
| Some Other Race | 110 | 65.9% | 6.4% | 75.8% | 6.2% |
| Two or More Races | 415 | 62.0% | 4.8% | 74.1% | 7.3% |
| Hispanic or Latino | 238 | 57.8% | 13.4% | 77.0% | 6.6% |

Figure 9. Labor Force by Race, 2021



- White alone
- Black or African American
- American Indian & Alaska Native
- Asian or Other Pac. Islanders
- Some Other Race
- Two or More Races

Employment Characteristics by Disability

| | In Labor Force | Labor Force Partic. Rate | Unemp. Rate | Minnesota Labor Force Partic. Rate | Minnesota Unemp. Rate |
|---------------------|----------------|--------------------------|-------------|------------------------------------|-----------------------|
| With Any Disability | 972 | 52.7% | 19.9% | 53.6% | 9.9% |

Employment Characteristics by Educational Attainment

| | In Labor Force | Labor Force Partic. Rate | Unemp. Rate | Minnesota Labor Force Partic. Rate | Minnesota Unemp. Rate |
|-------------------------------|----------------|--------------------------|-------------|------------------------------------|-----------------------|
| Population, 25 to 64 years | 10,891 | 80.6% | 5.6% | 84.4% | 3.4% |
| Less than H.S. Diploma | 798 | 66.8% | 7.8% | 66.6% | 4.6% |
| H.S. Diploma or Equivalent | 3,454 | 76.3% | 2.3% | 77.3% | 2.5% |
| Some College or Assoc. Degree | 4,720 | 83.9% | 4.4% | 85.1% | 3.6% |
| Bachelor's Degree or Higher | 1,923 | 88.8% | 1.4% | 90.3% | 2.1% |

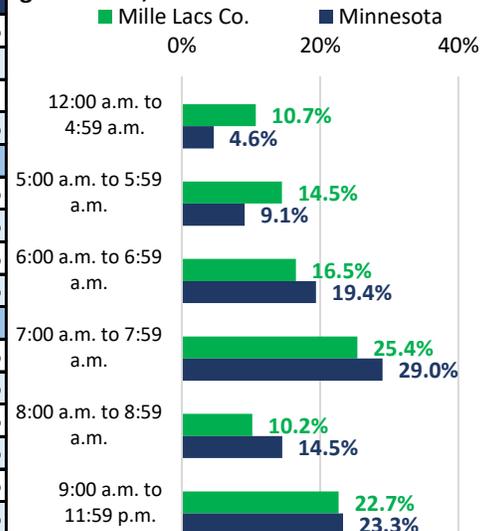
Source: 2017-2021 American Community Survey, 5-Year Estimates

A smaller percentage of workers in Mille Lacs Co. worked in the same county in which they live compared to the state. Mille Lacs Co. also had a longer average commute time than the state.

Table 8. Commuting Characteristics, 2021

| | Mille Lacs Co. | | Minnesota | |
|---|---------------------|---------|---------------------|---------|
| | Number | Percent | Number | Percent |
| Worked in state of residence | 12,271 | 98.9% | 2,858,636 | 97.7% |
| Worked in county of residence | 6,328 | 51.0% | 1,922,337 | 65.7% |
| Worked out of county of residence | 5,943 | 47.9% | 933,372 | 31.9% |
| Worked outside state of residence | 136 | 1.1% | 67,296 | 2.3% |
| MEANS OF TRANSPORTATION TO WORK | | | | |
| Car, truck, or van | 10,782 | 86.9% | 2,387,561 | 81.6% |
| Public transportation (excl. taxicab) | 161 | 1.3% | 81,926 | 2.8% |
| Other method (walk, bike, taxi, etc.) | 521 | 4.2% | 122,889 | 4.2% |
| Worked at home | 943 | 7.6% | 333,556 | 11.4% |
| TRAVEL TIME TO WORK | | | | |
| Less than 10 minutes | 2,928 | 23.6% | 465,223 | 15.9% |
| 10 to 19 minutes | 2,444 | 19.7% | 895,335 | 30.6% |
| 20 to 29 minutes | 1,613 | 13.0% | 649,557 | 22.2% |
| 30 to 44 minutes | 1,985 | 16.0% | 567,631 | 19.4% |
| 45 to 59 minutes | 1,576 | 12.7% | 190,186 | 6.5% |
| 60 or more minutes | 1,861 | 15.0% | 158,000 | 5.4% |
| Mean travel time to work (minutes) | 30.8 minutes | | 23.5 minutes | |

Figure 10. Time Leaving Home to go to Work, 2021



Source: 2017-2021 American Community Survey, 5-Year Estimates

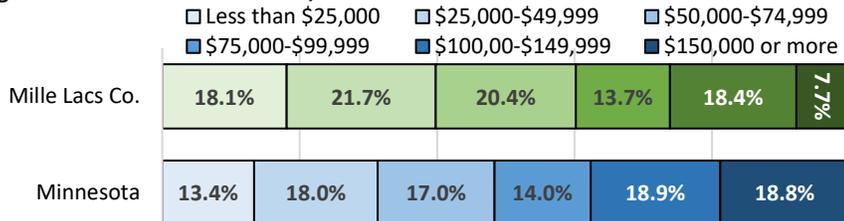
INCOMES, COST OF LIVING, & HOUSING

Mille Lacs Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Mille Lacs Co. had the 50th highest median household income of the 87 counties in the state.

| | |
|--------------------------------|-----------------|
| Median Household Income | \$61,995 |
| state | \$77,706 |
| Median Family Income | \$72,828 |
| state | \$98,356 |
| Per Capita Income | \$31,094 |
| state | \$41,204 |

Source: 2017-2021 American Community Survey

Figure 11. Household Incomes, 2021



Source: 2017-2021 American Community Survey 5-Year Estimates

The cost of living has increased over the past 2 years with costs up in many areas. Mille Lacs Co. had a lower cost of living than the state, with a required hourly wage of \$14.99 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$17.13 for a typical family with 2 adults and 1 child (see Table 9).

Table 9. Basic Needs Cost of Living Estimates, 2022

| Single Adult, 0 children | Single Yearly Cost of Living | Hourly Wage Required | Monthly Costs | | | | | | |
|--|------------------------------|----------------------|---------------|-------|-------------|---------|----------------|-------|-------|
| | | | Child Care | Food | Health Care | Housing | Transportation | Other | Taxes |
| Mille Lacs Co. | \$31,187 | \$14.99 | \$0 | \$347 | \$152 | \$719 | \$738 | \$292 | \$351 |
| State of Minnesota | \$33,708 | \$16.21 | \$0 | \$359 | \$157 | \$903 | \$663 | \$345 | \$382 |
| Typical Family: 2 Adults (1 working full-time, 1 part-time), 1 child | Family Yearly Cost of Living | Hourly Wage Required | Monthly Costs | | | | | | |
| | | | Child Care | Food | Health Care | Housing | Transportation | Other | Taxes |
| Mille Lacs Co. | \$53,443 | \$17.13 | \$324 | \$794 | \$538 | \$965 | \$865 | \$481 | \$487 |
| State of Minnesota | \$60,540 | \$19.40 | \$579 | \$822 | \$561 | \$1,151 | \$772 | \$540 | \$620 |

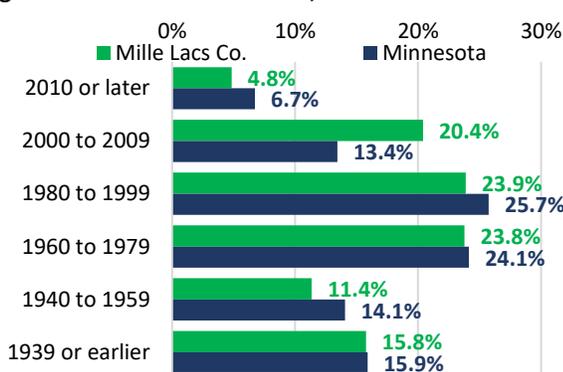
Source: DEED Cost of Living tool

Mille Lacs Co. had a lower median house value than the state, having the 37th highest value of the 87 counties in 2021. Mille Lacs Co.'s housing stock was newer than the state's, with a higher percentage of units built since 2000 (see Figure 12).

| Table 10. Estimated Value of Owner-occupied Housing Units, 2021 | Mille Lacs Co. | | Minnesota |
|---|------------------|---------------|------------------|
| | Total | Percent | Percent |
| Total | 7,909 | 100.0% | 100.0% |
| Less than \$50,000 | 373 | 4.7% | 4.3% |
| \$50,000 to \$99,999 | 615 | 7.8% | 6.1% |
| \$100,000 to \$149,999 | 1,477 | 18.7% | 9.5% |
| \$150,000 to \$199,999 | 1,851 | 23.4% | 14.8% |
| \$200,000 to \$299,999 | 2,193 | 27.7% | 28.7% |
| \$300,000 to \$499,999 | 1,166 | 14.7% | 26.4% |
| \$500,000 or more | 234 | 3.0% | 10.2% |
| Median (dollars) | \$185,800 | | \$250,200 |

Source: 2017-2021 American Community Survey, 5-Year Estimates

Figure 12. Year Structure Built, 2021



Median monthly owner costs, owner-occupied units with a mortgage **\$1,403**

state \$1,682

Percentage of households with a mortgage spending 30% or more of their income on housing costs **29.6%**

state 21.7%

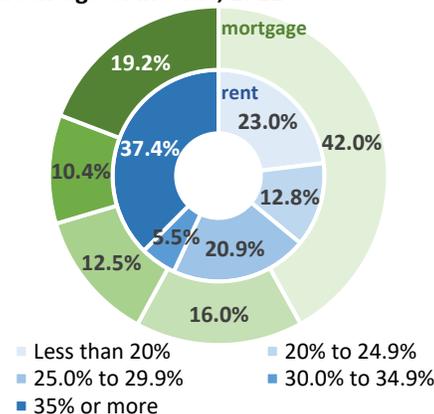
Median monthly rent costs **\$807**

state \$1,081

Percentage of renters spending 30% or more of their household income on rent **42.8%**

state 45.4%

Figure 13. Housing Costs as a Percentage of Income, 2021



Source: 2017-2021 American Community Survey, 5-Year Estimates

OCCUPATIONS

At \$22.48 in 2023, wages were lower in Region 7E than the state. Overall, Region 7E had the 7th highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$45.02) and lowest for food preparation and serving related jobs (\$14.99) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2023

| Occupational Group | Region 7E | | | | State of Minnesota | | |
|--------------------------------------|--------------------|-------------------------|---------------------|----------------------------|--------------------|------------------|---------------------|
| | Median Hourly Wage | Estimated Regional Jobs | Share of Total Jobs | Regional Location Quotient | Median Hourly Wage | State-wide Jobs | Share of Total Jobs |
| Total, All Occupations | \$22.48 | 48,210 | 100.0% | 1.0 | \$24.25 | 2,827,310 | 100.0% |
| Management | \$45.02 | 2,560 | 5.3% | 0.8 | \$51.58 | 193,760 | 6.9% |
| Business & Financial Operations | \$33.54 | 1,560 | 3.2% | 0.5 | \$38.19 | 201,940 | 7.1% |
| Computer & Mathematical | \$38.36 | 390 | 0.8% | 0.2 | \$49.73 | 99,250 | 3.5% |
| Architecture & Engineering | \$38.62 | 640 | 1.3% | 0.7 | \$40.60 | 53,100 | 1.9% |
| Life, Physical & Social Science | \$33.22 | 360 | 0.7% | 0.7 | \$39.37 | 29,070 | 1.0% |
| Community & Social Service | \$25.76 | 1,420 | 2.9% | 1.5 | \$25.82 | 54,820 | 1.9% |
| Legal | \$35.76 | 180 | 0.4% | 0.6 | \$47.87 | 18,730 | 0.7% |
| Education, Training & Library | \$25.34 | 3,650 | 7.6% | 1.3 | \$24.82 | 158,830 | 5.6% |
| Arts, Design, Entertainment & Media | \$26.15 | 350 | 0.7% | 0.5 | \$28.80 | 37,630 | 1.3% |
| Healthcare Practitioners & Technical | \$40.05 | 3,150 | 6.5% | 1.0 | \$41.07 | 186,700 | 6.6% |
| Healthcare Support | \$17.90 | 3,310 | 6.9% | 1.2 | \$17.40 | 162,400 | 5.7% |
| Protective Service | \$29.98 | 1,280 | 2.7% | 1.8 | \$25.83 | 40,620 | 1.4% |
| Food Preparation & Serving Related | \$14.99 | 5,040 | 10.5% | 1.4 | \$14.89 | 216,970 | 7.7% |
| Building, Grounds Cleaning & Maint. | \$18.03 | 1,340 | 2.8% | 1.0 | \$18.26 | 76,210 | 2.7% |
| Personal Care & Service | \$17.45 | 1,210 | 2.5% | 1.2 | \$16.96 | 58,120 | 2.1% |
| Sales & Related | \$16.26 | 4,790 | 9.9% | 1.2 | \$18.14 | 239,500 | 8.5% |
| Office & Administrative Support | \$22.25 | 5,020 | 10.4% | 0.9 | \$23.06 | 345,830 | 12.2% |
| Farming, Fishing & Forestry | \$22.00 | 90 | 0.2% | 1.3 | \$19.84 | 4,060 | 0.1% |
| Construction & Extraction | \$29.51 | 2,850 | 5.9% | 1.5 | \$31.00 | 113,930 | 4.0% |
| Installation, Maintenance & Repair | \$24.88 | 1,840 | 3.8% | 1.1 | \$27.95 | 98,670 | 3.5% |
| Production | \$22.26 | 3,720 | 7.7% | 1.0 | \$22.07 | 209,380 | 7.4% |
| Transportation & Material Moving | \$19.42 | 3,470 | 7.2% | 0.9 | \$19.80 | 227,780 | 8.1% |

Source: DEED Occupational Employment & Wage Statistics, Qtr. 1 2023

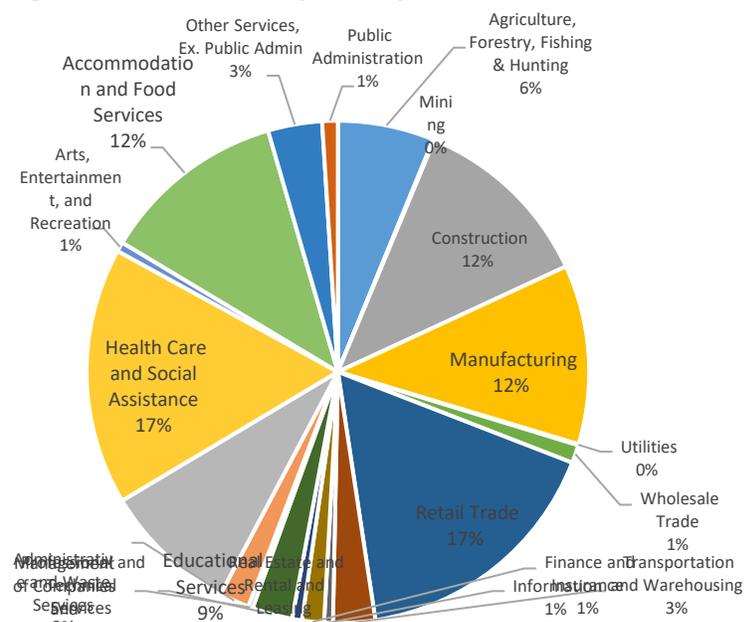
JOB VACANCY SURVEY

Mille Lacs Co. is a part of the Central planning region. There were 20029 job vacancies posted by employers in 2022, indicating extensive opportunity in the region, with openings across several occupations and industries (see Figure 14).

Table 12. Central Job Vacancy Survey Results, 2022

| Occupational Group | Number of Vacancies | Wage Offer |
|--------------------------------------|---------------------|----------------|
| Total, All Occupations | 20,029 | \$18.05 |
| Management | 320 | \$39.17 |
| Business & Financial Operations | 202 | \$27.62 |
| Computer & Mathematical | 171 | \$23.54 |
| Architecture & Engineering | 158 | \$24.47 |
| Life, Physical & Social Sciences | 621 | \$18.79 |
| Community & Social Service | 254 | \$23.73 |
| Education, Training & Library | 1,003 | \$22.10 |
| Healthcare Practitioners & Technical | 1,788 | \$32.69 |
| Healthcare Support | 1,330 | \$15.48 |
| Protective Service | 133 | \$17.93 |
| Food Preparation & Serving Related | 2,629 | \$13.43 |
| Building, Grounds Cleaning & Maint. | 669 | \$15.07 |
| Personal Care & Service | 650 | \$14.19 |
| Sales & Related | 2,437 | \$15.93 |
| Office & Administrative Support | 1,264 | \$15.74 |
| Construction & Extraction | 1,479 | \$24.86 |
| Installation, Maintenance & Repair | 620 | \$22.53 |
| Production | 1,690 | \$17.91 |
| Transportation & Material Moving | 1,845 | \$20.33 |

Figure 14. Job Vacancies by Industry, 2022



Source: DEED Job Vacancy Survey, 2022

OCCUPATIONS IN DEMAND

Table 13. Central Occupations in Demand, 2022

| Less than High School | High School or Equivalent | Some College or Assoc. Deg. | Bachelor's Degree or Higher |
|---|--|---|---|
| Retail Salespersons \$28,817/yr | Nursing Assistants \$36,077/yr | Registered Nurses \$84,325/yr | Elementary School Teachers, Except Special Education \$58,958/yr |
| Fast Food and Counter Workers \$25,851/yr | Licensed Practical and Licensed Vocational Nurses \$48,600/yr | Police and Sheriff's Patrol Officers \$67,134/yr | Secondary School Teachers, Except Special and Career/Technical \$64,053/yr |
| Home Health and Personal Care Aides \$29,471/yr | Machinists \$53,178/yr | Clinical Laboratory Technologists and Technicians \$55,350/yr | General and Operations Managers \$88,723/yr |
| Heavy and Tractor-Trailer Truck Drivers \$50,278/yr | Automotive Service Technicians and Mechanics \$44,146/yr | Dental Hygienists \$74,817/yr | Accountants and Auditors \$65,308/yr |
| Cashiers \$27,062/yr | Hairdressers, Hairstylists, and Cosmetologists \$34,024/yr | Radiologic Technologists and Technicians \$69,032/yr | Construction Managers \$92,471/yr |
| First-Line Supervisors of Retail Sales Workers \$46,230/yr | Medical Assistants \$40,779/yr | Computer Network Support Specialists \$61,398/yr | Project Management Specialists and Business Operations \$61,390/yr |
| Stockers and Order Fillers \$29,612/yr | Computer User Support Specialists \$53,048/yr | Industrial Engineering Technologists and Technicians \$51,275/yr | Substance abuse, behavioral disorder, and mental health \$52,515/yr |
| Janitors and Cleaners, Except Maids and \$35,947/yr | Electricians \$64,458/yr | Respiratory Therapists \$73,109/yr | Middle School Teachers, Except Special and Career/Technical \$62,214/yr |
| Customer Service Representatives \$35,525/yr | Heating, Air Conditioning, and Refrigeration Mechanics and Installers \$53,036/yr | Veterinary Technologists and Technicians \$36,602/yr | Substitute Teachers, Short-Term \$34,900/yr |
| Teaching Assistants, Except Postsecondary \$33,541/yr | Industrial Machinery Mechanics \$61,862/yr | Library Technicians \$40,330/yr | Preschool Teachers, Except Special Education \$38,097/yr |

Source: DEED Occupations in Demand

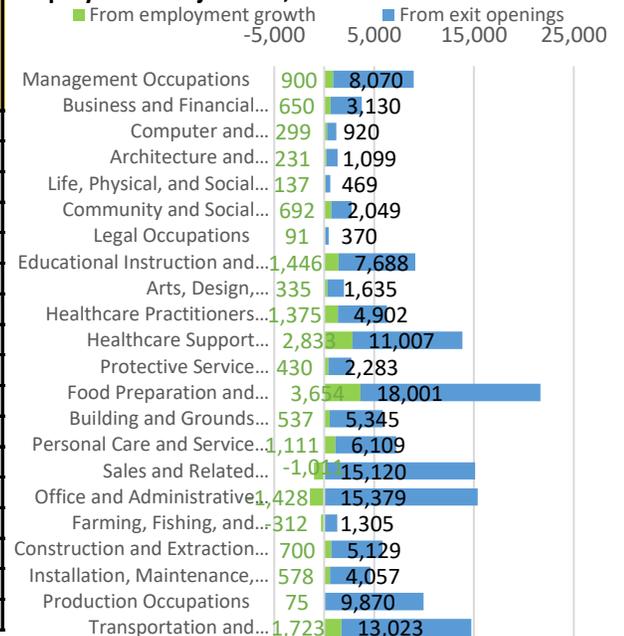
Mille Lacs Co. is a part of the Central planning region, which is projected to see a 5% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2020-2030

| Central Planning Region | Estimated Employment 2020 | Projected Employment 2030 | Percent Change 2020-2030 |
|--|---------------------------|---------------------------|--------------------------|
| Total, All Industries | 301,170 | 316,216 | 5.0% |
| Natural Resources & Mining | 5,416 | 4,879 | -9.9% |
| Utilities | 1,952 | 1,686 | -13.6% |
| Construction | 18,984 | 19,792 | 4.3% |
| Manufacturing | 39,543 | 40,646 | 2.8% |
| Wholesale Trade | 10,123 | 10,516 | 3.9% |
| Retail Trade | 35,588 | 33,781 | -5.1% |
| Transportation & Warehousing | 10,098 | 10,685 | 5.8% |
| Information | 2,639 | 2,842 | 7.7% |
| Finance & Insurance, Real Estate | 9,550 | 9,649 | 1.0% |
| Professional Services & Mgmt. of Companies | 8,562 | 9,119 | 6.5% |
| Admin. Support & Waste Mgmt. | 9,545 | 10,066 | 5.5% |
| Educational Services | 23,734 | 24,976 | 5.2% |
| Health Care & Social Assistance | 46,672 | 52,213 | 11.9% |
| Leisure & Hospitality | 21,963 | 26,961 | 22.8% |
| Other Services | 10,108 | 11,290 | 11.7% |
| Public Administration | 19,239 | 20,198 | 5.0% |

Source: DEED 2020-2030 Employment Outlook

Figure 15. Regional Occupational Employment Projections, 2020-2030



ECONOMIC CHARACTERISTICS

Coming out of the pandemic recession, after gaining jobs over the past year, Mille Lacs Co. had the 41st largest economy of the 87 counties in the state. Mille Lacs Co. was the 56th fastest growing in the past year and the 68th fastest growing since 2019. From 2019 to 2022, employment in Mille Lacs Co. is still down from the pandemic recession.

755 business establishments

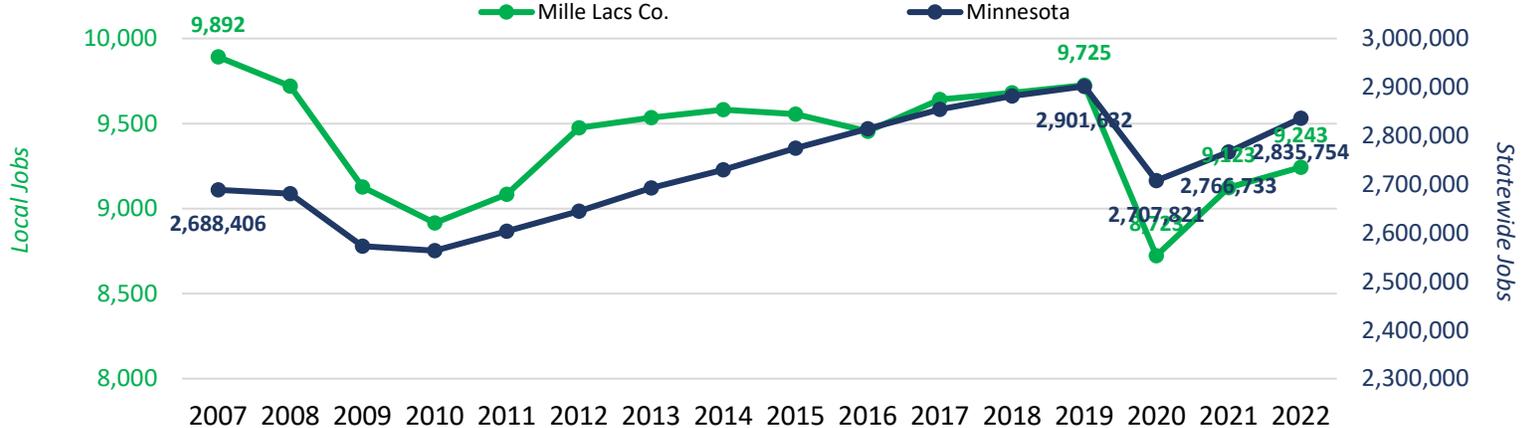
\$43,649 annual average wage

9,243 jobs

\$403,451,661 total industry payroll

Job change, 2019-2022
-482 jobs
-5.0% decline

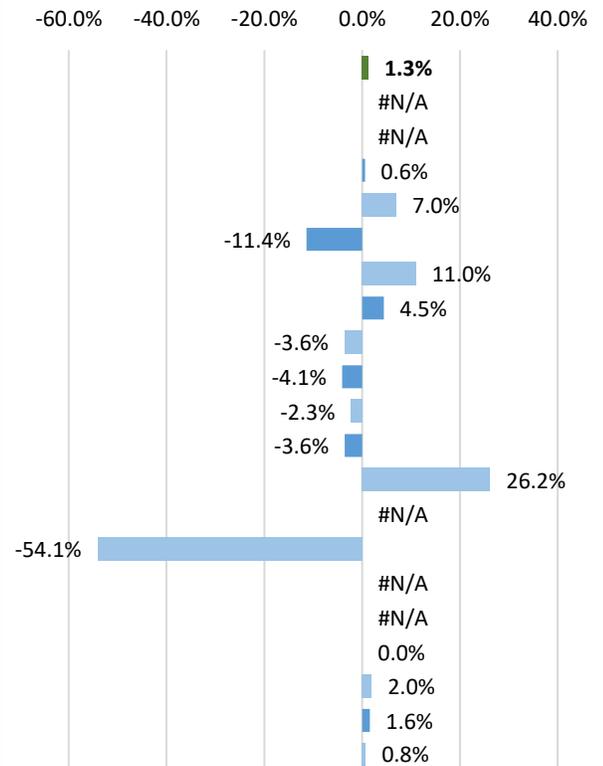
Figure 16. Industry Employment Statistics, 2007-2022



Source: DEED QCEW program

| Industry | Number of Jobs | Percent of Total Jobs | Average Annual Wage |
|------------------------------------|----------------|-----------------------|---------------------|
| Total, All Industries | 9,243 | 100.0% | \$43,649 |
| Agriculture, Forestry, Fish & Hunt | #N/A | #N/A | #N/A |
| Mining | #N/A | #N/A | #N/A |
| Construction | 491 | 5.3% | \$59,278 |
| Manufacturing | 760 | 8.2% | \$46,519 |
| Utilities | 39 | 0.4% | \$105,514 |
| Wholesale Trade | 151 | 1.6% | \$53,286 |
| Retail Trade | 1,172 | 12.7% | \$26,948 |
| Transportation & Warehousing | 215 | 2.3% | \$45,069 |
| Information | 71 | 0.8% | \$54,716 |
| Finance & Insurance | 214 | 2.3% | \$65,620 |
| Real Estate & Rental & Leasing | 54 | 0.6% | \$29,676 |
| Professional & Technical Services | 255 | 2.8% | \$74,463 |
| Management of Companies | 51 | 0.6% | \$82,734 |
| Admin. Support & Waste Mgmt. Svcs. | 150 | 1.6% | \$57,204 |
| Educational Services | #N/A | #N/A | #N/A |
| Health Care & Social Assistance | #N/A | #N/A | #N/A |
| Arts, Entertainment, & Recreation | 94 | 1.0% | \$17,027 |
| Accommodation & Food Services | 1,371 | 14.8% | \$29,540 |
| Other Services | 251 | 2.7% | \$27,365 |
| Public Administration | 1,182 | 12.8% | \$49,063 |

Figure 17. Change in Jobs, 2021-2022



Source: DEED Quarterly Census of Employment & Wages (QCEW)

For more information on Mille Lacs Co.'s population, labor force, and economic trends, contact:

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Data updated: May 30, 2023